

Postdoc renewal Policy

While the maximum term at LBNL is seven years, it is the intention that postdocs will not stay beyond five years. Extension to seven years is considered on an individual basis and will be granted only in exceptional circumstances following a detailed review.

- Initial appointments are approved by the staff committee for three years. This will be accomplished by an offer of two years to the candidate followed by an extension after one year for a total of three. No action is required from the supervisor for this extension.
- At the end of year two, a review is conducted. Three letters are required, of which at least two must be from outside LBNL. A brief updated career development plan is also required in writing from the requesting supervisor. A successful review will result in an extension by the staff committee for two more years making a total of five. HR action will be two separate one-year extensions with no action required by supervisor.
- At the end of the fourth year a review is conducted. Under exceptional circumstances and supported by letters, an extension of one year may be granted by the staff committee making a total of six.*
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*Added following the meeting of PSC 4/4/01: Clarification of the criteria necessary for extension past 5 years:

- Has an excellent chance to obtain indefinite position in HEP
 - Is starting to take action to achieve this (is aware and on the right track and beginning active search for position)
- At the end of the fifth year another review, without new letters, is conducted by the staff committee and a final extension to the full seven year term may be granted under exceptional circumstances.
 - The Division Director may issue a terminal six month extension, with notice given at least one year prior to the termination date. No terminal six month extension is to begin before the end of the appointee's second year. (Approved at meeting of PSC 10/15/02)

Adopted by Physics Staff Committee 6/30/2000